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HOTEL/MOTEL WAGE RATES

AND OTHER PAYROLL COSTS FOR MAJOR U.S. CITIES

March, 1984

American Hotel & Motel Association
888 SEVENTH AVENUE ★ NEW YORK, N.Y. 10019 ★ 212-265-4506

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Price: AH&MA Member $15.00--Non-Member $25.00

March 1984

The information in this survey was prepared by Mel Sandler,* Consultant to the Human Resource Council of AH & MA. The data is taken from union contracts of hotels and motels.

In some instances the Federal Minimum Wage Law requirements or the State Requirements exceed the contract rates.

The data should be useful to those who negotiate union contracts and to lodging industry executives who determine wage policy in non-union properties.

Although individual union contracts are generally given wide distribution, it is suggested that circulation of this report be carefully controlled within your organization.

The survey will be reissued periodically.

Roger Senter, Chairman
Human Resources Council

*Prof. Mel Sandler
University of New Hampshire
The Whittemore School of
Business and Economics
McConnell Hall
Durham, New Hampshire 03824

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BARTENDER

	Hours per Day	Days per Week	HOURLY WAGE							
			1981	1982	1983	1984	1985	1986	1987	1988
Atlanta	8	5	$4.60	$4.85	$5.10	$5.50	$5.75			
Atlantic City					6.25	6.75	7.25			
Boston	8	5	4.95	5.50	6.05	6.60				
Chicago	8	5	5.12	5.48	5.48	5.68	5.93	6.18	6.43	
Cincinnati	8	5		4.67	4.97	5.32				
Denver	8	5			4.65	4.84	5.03			
Detroit	8	5	4.93	5.23	5.58	5.98				
Honolulu	8	5	7.98	8.62						
Kansas City	8	5			4.53	4.58	4.63			
Las Vegas	8	5			9.34	9.34	9.90	10.49		
Los Angeles	8	5		5.33	5.52	5.74				
Memphis	8	5			4.40	4.40				
Miami Beach	8	5			4.32	4.62	5.02			
Minneapolis	8	5			7.55	7.77	8.02			
New Orleans	8	5	4.26	4.26						
New York City	7	5	7.30	8.01	8.74					
Orlando	8	5		4.25	4.55					
Philadelphia	8	5	5.09	5.50	5.93					
Pittsburgh	8	5	5.67	6.12	6.12	6.17	6.22			
St. Louis	8	5	4.22	4.42	4.57	4.67				
San Francisco	8	5	9.28	10.03						
Seattle	8	5	6.51	7.10	7.70					
Washington DC	8	5	5.76	6.26	6.76	6.96	7.21			

BELL PERSON

	Hours per Day	Days per Week	HOURLY WAGE							
			1981	1982	1983	1984	1985	1986	1987	1988
Atlanta	8	5	$2.01	$2.16	$2.31	$2.55	$2.70			
Atlantic City	8	5			3.63	3.88	4.13			
Boston	8	5	2.20	2.50	2.80	3.10				
Chicago	8	5	2.22	2.42	2.42	2.52	2.64	2.77	2.89	
Cincinnati	8	5		2.47	2.72	3.02				
Denver	8	5			2.42	2.52	2.62			
Detroit	8	5	2.91	3.06	3.21	3.36				
Honolulu	8	5	3.45	3.60						
Kansas City	8	5			2.31	2.36	2.41			
Las Vegas	8	5			4.74	4.74	5.02	5.32		
Los Angeles	8	5	3.14	3.32	3.51	3.74				
Memphis	8	5			3.07	3.07				
Miami Beach	8	5			2.56	2.71	2.91			
Minneapolis	8	5			3.27	3.49	3.74			
New Orleans	8	5	2.16	2.16						
New York City	8	5	3.61	4.04	4.48					
Orlando	8	5		3.30	3.60					
Philadelphia	8	5	2.66	2.92	3.19					
Pittsburgh	8	5	3.09	3.31	3.31	3.36	3.41			
St. Louis	8	5	2.22	2.32	2.42	2.47				
San Francisco	8	5	3.88	4.18						
Seattle	8	5	3.49	3.76	4.04					
Washington DC	8	5	2.92	3.22	3.52	3.72	3.97			

BUS PERSON

	Hours per Day	Days per Week	HOURLY WAGE 1981	1982	1983	1984	1985	1986	1987	1988
Atlanta	8	5	$3.40	$3.60	$4.15	$4.45	$4.85			
Atlantic City	8	5			4.13	4.38	4.63			
Boston	8	5	4.40	4.95	5.50	6.05				
Chicago	8	5	2.56	2.76	2.76	2.86	2.99	3.11	3.24	
Cincinnati	8	5		3.92	4.32	4.77				
Denver	8	5			3.75	3.90	4.05			
Detroit	8	5	3.87	4.17	4.52	4.92				
Honolulu	8	5	3.53	3.68						
Kansas City	8	5			3.00	3.13	3.18			
Las Vegas	8	5			5.00	5.00	5.30	5.62		
Los Angeles	8	5		3.05	3.24	3.47				
Memphis	8	5			4.10	4.10				
Miami Beach	8	5			4.15	4.45	4.85			
Minneapolis	8	5			4.50	4.72	4.97			
New Orleans	8	5	3.90	4.05						
New York City	8	5	4.00	4.43	4.86					
Orlando	8	5		3.95	4.50					
Philadelphia	8	5	4.71	5.13	5.55					
Pittsburgh	8	5	4.59	5.04	5.04	5.09	5.14			
St. Louis	8	5	2.29	2.34	2.39	2.44				
San Francisco	8	5	4.63	5.00						
Seattle	8	5	3.68	3.98	4.30					
Washington DC	8	5	3.90	4.30	4.70	5.00	5.32			

COOK, FRY

	Hours per Day	Days per Week	HOURLY WAGE							
			1981	1982	1983	1984	1985	1986	1987	1988
Atlanta	8	5	$4.30	$4.55	$4.80	$5.10	$5.35			
Atlantic City										
Boston**	8	5	5.18	5.73	6.28	6.83				
Chicago	8	5	4.71	5.11	5.11	5.31	5.56	5.81	6.06	
Cincinnati										
Denver										
Detroit	8	5	4.93	5.23	5.58	5.98				
Honolulu			7.70	8.32						
Kansas City										
Las Vegas	8	5			9.60		10.18	10.79		
Los Angeles	8	5		5.62	5.82	6.38				
Memphis*					4.60	4.60				
Miami Beach	8	5			5.65	5.95	6.35			
Minneapolis	8	5			7.31	7.53	7.78			
New Orleans	8	5	4.63	4.78						
New York City	8	5	7.75	8.47	9.20					
Orlando										
Philadelphia	8	5	5.21	5.63	6.05					
Pittsburgh***	8	5	5.60	6.15	6.25	6.45	6.70			
St. Louis	8	5	4.20	4.40	4.60	4.70				
San Francisco	8	5	9.48	10.24						
Seattle	8	5	6.27	6.87	7.52					
Washington DC	8	5	5.56	6.06	6.56	6.96	7.36			

* Memphis - Beginning Rate
** General Cook
*** Preparation Cook

COOK, SECOND

	Hours per Day	Days per Week	HOURLY WAGE 1981	1982	1983	1984	1985	1986	1987	1988
Atlanta										
Atlantic City	8	5			$8.91	$9.41	$9.91			
Boston	8	5	$5.93	$6.48	7.03	7.58				
Chicago	8	5	5.38	5.83	5.83	6.03	6.28	6.53	6.78	
Cincinnati	8	5		5.70	6.05	6.50				
Denver	8	5			5.35	5.56	5.79			
Detroit	8	5	5.13	5.48	5.83	6.23				
Honolulu	8	5	9.06	9.78						
Kansas City	8	5			4.20	4.41	4.54			
Las Vegas	8	5			10.06	10.06	10.66	11.30		
Los Angeles										
Memphis										
Miami Beach										
Minneapolis	7½	5			7.79	8.01	8.26			
New Orleans	8	5	4.34	4.49						
New York City	7	5	8.38	9.10	9.82					
Orlando										
Philadelphia	8	5	5.84	6.25	6.68					
Pittsburgh										
St. Louis	8	5	4.43	4.63	4.83	4.93				
San Francisco	8	5	9.88	10.67						
Seattle	8	5	6.69	7.33	8.03					
Washington DC	8	5	5.78	6.28	6.78	7.18	7.58			

DISHWASHER

	Hours per Day	Days per Week	HOURLY WAGE							
			1981	1982	1983	1984	1985	1986	1987	1988
Atlanta	8	5	$3.40	$3.60	$3.80	$4.15	$4.35			
Atlantic City					6.50	7.00	7.50			
Boston	8	5	4.45	5.00	5.55	6.10				
Chicago	8	5	3.75	4.03	4.03	4.23	4.48	4.73	4.98	
Cincinnati										
Denver	8	5			3.82	3.97	4.13			
Detroit	8	5	4.12	4.42	4.77	5.17				
Honolulu										
Kansas City										
Las Vegas	8	5			6.79	6.79	7.20	7.63		
Los Angeles	8	5		3.85	4.10	4.60				
Memphis					4.10	4.10				
Miami Beach					4.15	4.45	4.85			
Minneapolis	8	5			4.83	5.05	5.30			
New Orleans	8	5	3.90	4.05						
New York City	7	5	6.68	7.40	8.12					
Orlando	8	5		4.35	4.90					
Philadelphia	8	5	4.81	5.23	5.65					
Pittsburgh	8	5	4.87	5.32	5.42	5.62	5.87			
St. Louis	8	5	3.75	3.90	4.00	4.10				
San Francisco	8	5	5.92	6.48						
Seattle	8	5	4.52	4.95	5.42					
Washington DC	8	5	4.89	5.39	5.89	6.29	6.69			

ELEVATOR OPERATOR

	Hours per Day	Days per Week	HOURLY WAGE							
			1981	1982	1983	1984	1985	1986	1987	1988
Atlanta										
Atlantic City						$6.50	$7.00	$7.50		
Boston	8	5	$4.45	$5.00	$5.55	6.10				
Chicago										
Cincinnati	8	5		4.50	4.85	5.30				
Denver										
Detroit										
Honolulu	8	5	6.09	6.58						
Kansas City										
Las Vegas	8	5			7.07	7.07	7.49	7.94		
Los Angeles										
Memphis										
Miami Beach										
Minneapolis										
New Orleans	8	5	3.70	4.05						
New York City	7	5	7.02	7.74	8.47					
Orlando										
Philadelphia										
Pittsburgh										
St. Louis										
San Francisco	8	5	4.90	5.29						
Seattle										
Washington DC	8	5	4.93	5.43	5.93	6.33	6.73			

HOUSE PERSON

	Hours per Day	Days per Week	HOURLY WAGE 1981	1982	1983	1984	1985	1986	1987	1988
Atlanta	8	5	$3.40	$3.60	$3.80	$4.15	$4.35			
Atlantic City					6.50	7.00	7.50			
Boston	8	5	4.50	5.05	5.60	6.15				
Chicago	8	5	4.00	4.28	4.28	4.48	4.73	4.98	5.23	
Cincinnati	8	5		4.39	4.74	5.19				
Denver	8	5			3.94	4.10	4.26			
Detroit	8	5	4.12	4.42	4.77	5.17				
Honolulu	8	5	5.27	5.69						
Kansas City	8	5			4.00	4.20	4.33			
Las Vegas	8	5			6.95	6.95	7.37	7.81		
Los Angeles	8	5		3.85	4.10	4.60				
Memphis	8	5			4.10	4.10				
Miami Beach	8	5			4.15	4.45	4.85			
Minneapolis	8	5			5.04	5.26	5.51			
New Orleans	8	5	3.90	4.05						
New York City	7	5	7.01	7.72	8.45					
Orlando	8	5		4.30	4.85					
Philadelphia	8	5	4.81	5.23	5.65					
Pittsburgh	8	5	4.97	5.42	5.52	5.72	5.97			
St. Louis										
San Francisco										
Seattle	8	5	4.65	5.00	5.25					
Washington DC	8	5	4.86	5.36	5.86	6.26	6.66			

LAUNDRY WORKER

	Hours per Day	Days per Week	HOURLY WAGE 1981	1982	1983	1984	1985	1986	1987	1988
Atlanta	8	5	$3.40	$3.60	$3.80	$4.10	$4.30			
Atlantic City										
Boston										
Chicago										
Cincinnati	8	5		4.31	4.66	5.11				
Denver	8	5			4.47	4.65	4.84			
Detroit	8	5	4.87	5.17	5.52	5.92				
Honolulu			5.44	5.88						
Kansas City	8	5			4.00	4.20	4.33			
Las Vegas										
Los Angeles										
Memphis	8	5			4.10	4.10				
Miami Beach	8	5			4.15	4.45	4.85			
Minneapolis										
New Orleans	8	5	4.15	4.30						
New York City	7	5	6.91	7.62	8.35					
Orlando	8	5		4.40	4.95					
Philadelphia	8	5	4.88	5.29	5.71					
Pittsburgh										
St. Louis										
San Francisco										
Seattle	8	5	4.63	5.00	5.40					
Washington DC	8	5	4.98	5.48	5.98	6.38	6.78			

LINEN ROOM

	Hours per Day	Days per Week	HOURLY WAGE							
			1981	1982	1983	1984	1985	1986	1987	1988
Atlanta										
Atlantic City					$6.50	$7.00	$7.50			
Boston	8	5	$4.45	$5.00	5.55	6.10				
Chicago	8	5	3.94	4.22	4.22	4.42	4.67	4.92	5.17	
Cincinnati	8	5		4.35	4.70	5.15				
Denver	8	5			3.97	4.13	4.29			
Detroit	8	5		4.45	4.80	5.20				
Honolulu			5.59	6.04						
Kansas City	8	5			4.00	4.20	4.33			
Las Vegas					8.13	8.13	8.62	9.14		
Los Angeles	8	5		3.64	3.89	4.39				
Memphis										
Miami Beach										
Minneapolis	8	5			4.83	5.05	5.30			
New Orleans	8	5	3.90	4.05						
New York City	7	5	6.65	7.37	8.10					
Orlando										
Philadelphia	8	5	4.81	5.23	5.65					
Pittsburgh	8	5	4.90	5.35	5.45	5.65	5.90			
St. Louis										
San Francisco	8	5	5.79	6.25						
Seattle	8	5	4.83	5.18	5.43					
Washington DC	8	5	4.98	5.48	5.98	6.38	6.78			

MAINTENANCE

	Hours per Day	Days per Week	HOURLY WAGE 1981	1982	1983	1984	1985	1986	1987	1988
Atlanta	8	5	$5.05	$5.40	$5.75	$6.20	$6.55			
Atlantic City										
Boston										
Chicago										
Cincinnati										
Denver										
Detroit										
Honolulu (1st class)	8	5	9.97	10.77						
Kansas City	8	5			4.62	4.85	5.00			
Las Vegas										
Los Angeles										
Memphis	8	5			5.00	5.00				
Miami Beach	8	5			5.50	5.80	6.20			
Minneapolis										
New Orleans	8	5	4.70		4.85					
New York City	8	5	7.70	8.41	9.14					
Orlando				4.60	5.15					
Philadelphia										
Pittsburgh										
St. Louis	8	5	5.54	5.74	5.89	5.99				
San Francisco										
Seattle	8	5	4.96	5.41	5.90					
Washington DC										

PANTRY PERSON

	Hours per Day	Days per Week	HOURLY WAGE							
			1981	1982	1983	1984	1985	1986	1987	1988
Atlanta	8	5	$3.45	$3.65	$3.85	$4.20	$4.40			
Atlantic City					6.89	7.39	7.89			
Boston	8	5	4.67	5.22	5.77	6.32				
Chicago	8	5			4.02	4.23	4.48	4.73	4.98	
Cincinnati	8	5		4.44	4.79	5.24				
Denver	8	5			3.94	4.09	4.26			
Detroit	8	5	4.12	4.42	4.77	5.17				
Honolulu	8	5	7.29	7.87						
Kansas City	8	5			4.14	4.35	4.48			
Las Vegas	8	5			9.13	9.13	9.68	10.26		
Los Angeles	8	5		5.00	5.25	5.81				
Memphis										
Miami Beach	8	5			4.75	5.05	5.45			
Minneapolis	8	5			4.93	5.15	5.40			
New Orleans	8	5	3.92	4.05						
New York City	7	5	6.91	7.62	8.35					
Orlando	8	5		5.10	5.65					
Philadelphia	8	5	4.94	5.35	5.78					
Pittsburgh	8	5	4.91	5.37	5.47	5.67	5.92			
St. Louis	8	5	3.75	3.90	4.00	4.10				
San Francisco	8	5	7.46	8.05						
Seattle	8	5	5.25	5.75	6.30					
Washington DC	8	5	4.90	5.40	5.90	6.30	6.70			

ROOM ATTENDANT

	Hours per Day	Days per Week	HOURLY WAGE 1981	1982	1983	1984	1985	1986	1987	1988
Atlanta*	8	5	$3.40	$3.60	$3.80	$4.15	$4.35			
Atlantic City**					6.50	7.00	7.50			
Boston	8	5	4.45	5.05	5.60	6.15				
Chicago	8	5	4.00	4.28	4.28	4.48	4.73	4.98	5.23	
Cincinnati	8	5		4.35	4.70	5.15				
Denver	8	5			3.94	4.10	4.26			
Detroit	8	5	4.12	4.42	4.77	5.17				
Honolulu	8	5	5.27	5.69						
Kansas City	8	5			4.00	4.20	4.33			
Las Vegas	8	5			6.67	6.67	7.07	7.49		
Los Angeles	8	5		3.64	3.89	4.39				
Memphis	8	5			4.10	4.10				
Miami Beach	8	5			4.15	4.45	4.85			
Minneapolis	8	5			5.04	5.26	5.57			
New Orleans	8	5	3.90	4.02						
New York City	7	5	6.61	7.33	8.06					
Orlando***	8	5		4.30	4.85					
Philadelphia	8	5	4.81	5.23	5.65					
Pittsburgh	8	5	4.89	5.34	5.44	5.64	5.89			
St. Louis	8	5	3.75	3.90	4.05	4.15				
San Francisco	8	5	5.95	6.51						
Seattle	8	5	4.65	5.00	5.25					
Washington DC****	8	5	4.89	5.39	5.89	6.29	6.69			

* Plus 75¢ for Rollaway bed made up in a room from which co. receives revenue based upon use of the Rollaway.

** Beyond two rooms per hour, extra, room premium of $2.75 (increased to $3.00 in 1984)

*** Note: 14 rooms plus $2.00 for each add'l room assigned; 50¢ per crib, $1.00 per Rollaway.

**** A maid who makes up a room occupied by more than 2 persons shall receive 35¢ extra for each person in excess of 2 in such room.

STORES PERSON

	Hours per Day	Days per Week	HOURLY WAGE							
			1981	1982	1983	1984	1985	1986	1987	1988
Atlanta										
Atlantic City					$6.75	$7.25	$7.75			
Boston	8	5	$4.45	$5.00	5.55	6.10				
Chicago	8	5	3.91	4.19	4.19	4.39	4.64	4.89	5.14	
Cincinnati										
Denver	8	5			4.82	5.01	5.21			
Detroit	8	5	4.17	4.42	4.77	5.17				
Honolulu	8	5	6.66	7.19						
Kansas City										
Las Vegas										
Los Angeles	8	5		4.04	4.29	4.70				
Memphis										
Miami Beach	8	5			4.55	4.85	5.25			
Minneapolis	8	5			4.96	5.18	5.43			
New Orleans										
New York City										
Orlando										
Philadelphia*	8	5	4.94	5.35	5.78					
Pittsburgh	8	5	4.89	5.34	5.44	5.64	5.89			
St. Louis										
San Francisco	8	5	6.81	7.36						
Seattle	8	5	4.89	5.28	5.70					
Washington DC	8	5	5.02	5.52	6.02	6.42	6.82			

*Head Storeroom Person

TELEPHONE OPERATOR

	Hours per Day	Days per Week	HOURLY WAGE 1981	1982	1983	1984	1985	1986	1987	1988
Atlanta	8	5	$3.70	$3.90	$4.10	$4.35	$4.55			
Atlantic City										
Boston	8	5	4.53	5.08	5.63	6.18				
Chicago	8	5	3.95	4.23	4.23	4.43	4.68	4.93	5.18	
Cincinnati										
Denver	8	5			4.00	4.16	4.33			
Detroit	8	5	4.25	4.55	4.90	5.30				
Honolulu	8	5	6.09	6.58						
Kansas City	8	5			4.25	4.46	4.59			
Las Vegas										
Los Angeles	8	5		4.01	4.26	4.76				
Memphis										
Miami Beach	8	5			4.15	4.45	4.85			
Minneapolis										
New Orleans										
New York City	7	5	7.03	7.75	8.48					
Orlando	8	5		4.35	4.90					
Philadelphia	8	5	4.88	5.29	5.71					
Pittsburgh										
St. Louis	8	5	3.76	3.96	4.11	4.21				
San Francisco	8	5	6.22	6.71						
Seattle	8	5	4.74	5.12	5.53					
Washington DC	8	5	5.25	5.75	6.25	6.65	7.25			

WAITPERSON, ROOM SERVICE

	Hours per Day	Days per Week	HOURLY WAGE							
			1981	1982	1983	1984	1985	1986	1987	1988
Atlanta	8	5	$2.01	$2.16	$2.31	$2.55	$2.70			
Atlantic City					3.63	3.88	4.13			
Boston	8	5	2.20	2.50	2.80	3.10				
Chicago										
Cincinnati										
Denver	8	5			2.44	2.54	2.64			
Detroit	8	5	2.83	2.98	3.13	3.28				
Honolulu										
Kansas City										
Las Vegas	8	5			4.78	4.78	5.07	5.37		
Los Angeles										
Memphis										
Miami Beach	8	5			2.48	2.63	2.83			
Minneapolis										
New Orleans										
New York City	8	5	3.55	3.98	4.42					
Orlando	8	5		3.05	3.55					
Philadelphia	8	5	2.67	2.92	3.19					
Pittsburgh										
St. Louis										
San Francisco	8	5	4.63	5.01						
Seattle	8	5	3.45	3.69	3.95					
Washington DC	8	5	3.29	3.59	3.89	4.09	4.34			

WAITPERSON

	Hours per Day	Days per Week	HOURLY WAGE							
			1981	1982	1983	1984	1985	1986	1987	1988
Atlanta	8	5	$2.01	$2.16	$2.31	$2.55	$2.70			
Atlantic City					3.63	3.88	4.13			
Boston	8	5	2.20	2.50	2.80	3.10				
Chicago	8	5	2.68	2.88	2.88	2.98	3.10	3.23	3.35	
Cincinnati	8	5		2.67	2.92	3.22				
Denver	8	5			2.44	2.54	2.64			
Detroit	8	5	2.83	2.98	3.13	3.28				
Honolulu	8	5	3.45	3.60						
Kansas City	8	5			2.25	2.30	2.35			
Las Vegas	8	5			4.78	4.78	5.07	5.37		
Los Angeles	8	5		3.05	3.24	3.47				
Memphis	8	5			2.47	2.47				
Miami Beach	8	5			2.48	2.63	2.83			
Minneapolis	8	5			3.19	3.41	3.66			
New Orleans	8	5	2.16	2.16						
New York City	8	5	3.55	3.98	4.42					
Orlando	8	5		2.90	3.20					
Philadelphia	8	5	2.67	2.92	3.19					
Pittsburgh	8	5	3.24	3.46	3.46	3.51	3.56			
St. Louis	8	5	2.22	2.27	2.32	2.37				
San Francisco	8	5	4.12	4.63	5.01					
Seattle	8	5	3.45	3.69	3.95					
Washington DC	8	5	3.04	3.34	3.64	3.84	4.09			

HOLIDAY CLAUSES

	No. of Holidays	Pay for Work on Holidays	Pay for Holidays Not Worked	Rate of Pay for Holiday Not Worked
Atlanta	9	2 X	9	S.T.
Atlantic City	9	2 X if on scheduled day 2½ X if on 6th or 7th day	9	S.T.
Boston	8	S.T. plus holiday pay	8	S.T.
Chicago	8	2 X	8	S.T.
Cincinnati	8	2 X	8	S.T.
Denver	6	2 X	6	S.T.
Detroit*	8	2 X 2½ X on 6th day 3 X on 7th day	8	S.T.
Honolulu	9		9	
Kansas City	7	2 X	7	S.T.
Las Vegas	8		8	
Los Angeles	7	2 X (2½ X on 6th or 7th day)	7	S.T.
Memphis	7	2 X	7	S.T.
Miami Beach	6	2 X	6	S.T.
Minneapolis	6	S.T. plus holiday pay	6	S.T.
New Orleans**	9	2½ X	9	S.T.
New York	11 (includes 3 personal days)	S.T. plus holiday pay	11	S.T.
Orlando	9		9	
Philadelphia	11	2 X	11	S.T.
Pittsburgh	8	2 X	8	S.T.

HOLIDAY CLAUSES (cont'd)

St. Louis	8	2 X	8	S.T.
San Francisco	9	1½ X except 2 X for Thanksgiving and Christmas	9	S.T.
Seattle***	8	1½ X except 2 X for Thanksgiving, Christmas, Labor Day, Independence Day, Employee's Birthday (after one year of service)	8	S.T.
Washington, DC	10	S.T. plus holiday pay (Tipped employees pay based on 105%/wk/min)	10	S.T.

Note: S.T. = Straight Time Pay

* Personal Leave Days: After 3 years - 3 per year
After 4 years - 4 per year
After 5 years - 5 per year (Detroit)

** Additional 8-hour bonus for work on Christmas (New Orleans)

*** Employee's birthday after 1 year of service (Seattle)

VACATION BENEFITS

No. of Weeks: / No. of Years:	1 1	2 1	2 2	3 5	3 8	3 10	12d 5y[a]	3 7	3 11	3 12	3 15	4 8	4 12	4 15	4 18	4 20
Atlanta		X		X									X			
Atlantic City	X		X		X											
Boston	X		X			X										X
Chicago	X		X			X								X		
Cincinnati	X		X			X								X		
Denver	X		X			X										X
Detroit	X		X			X										X
Honolulu		X						X						X		
Kansas City	X		X			X										X
Las Vegas	X (11 mos)		X	X (3 for 6)									X			
Los Angeles	X		X			X (Graduated from 6-10 years by 1/5 of a week)										X
Memphis	X		X			X										
Miami	X		X			X								X		
Minneapolis	X		X			X										X
New Orleans	X		X			X								X		
New York	X		X				X	X						X		
Orlando		X		X								X (4 for 10)				
Philadelphia (3 days for 6 mos.)	X		X					X					X			
Pittsburgh*																
St. Louis	X		X						X							
San Francisco	X		X		X									X		
Seattle	X		X			X									X	
Washington, DC	X		X			X							X			

*Pittsburgh - 10 months 5 days; 2-5 years 10 days; 6-9 years 11 days; 10-15 years 15 days; 16 years 16 days; 17 years 17 days; 18 years 18 days; 19 years 19 days; 20 years 20 days

PENSION CLAUSES AND EMPLOYER CONTRIBUTION

Atlantic City	15¢ per hour (1984 - Union may elect to increase pension contribution by 5¢ or H & W by 3.35¢)
Boston	16¢ per hour
Chicago	4/1/83 Regular 31.19/mo extra 18¢ hr 84 32.92/mo 19¢ hr 85 34.65/mo 20¢ hr 86 36.38/mo 21¢ hr
Cincinnati	17¢ per hour per employee
Detroit	85¢ per day per employee
Honolulu	32¢ per hour per employee
Las Vegas	45¢ per hour per employee
Los Angeles	15½¢ per hour per empolyee
Miami Beach	$6.24 per month per employee
Minneapolis	10¢ per hour per employee
New York City	5% of wages
Orlando	8¢ per hour per employee
Philadelphia	$27.73 per month per regular employee, $1.28/Day/Banquet Employees
St. Louis	13¢ per hour per employee
San Francisco	
Seattle	15¢ per hour per employee
Washington, DC	20¢ per hour per employee

HEALTH AND WELFARE CLAUSES

(Effective during entire contract term, unless noted otherwise)

Employee Contribution

Atlanta

Article XXIII - INSURANCE - The company shall continue to provide each full-time employee, who has completed at least one full calendar month of service, group insurance coverage with life insurance, hospitalization, surgical, major medical, and maternity benefits in accordance with the terms and conditions of the group insurance policy now in force, a copy of which has been furnished to the Union.

The company reserves the right during the term of this agreement to change the insurance carrier terms and component parts of said group insurance policy, provided the aggregate total of all benefits are not reduced.

MEDICAL PLAN - The company shall pay the sum of $3.00 per month for each employee in the bargaining unit who has completed at least one full calendar month of service, provided such employee is on the payroll in the second full pay period of the month, which pay period shall be used for determining the eligibility of employees for inclusion in the program hereinafter described.

Atlantic City

	1983	1984*	1985
Health, Welfare	62¢	62¢	67¢
Severance Fund	15¢	15¢	15¢

Boston

70¢ per function for banquet waiters and waitresses.
12/1/82 30¢ per hour for all employees
12/1/83 38¢ per hour for all employees
12/1/84 46¢ per hour for all employees

Chicago

Major Medical $50,000; 80/20 Corridor $200 deductable
(Maximum increases to $100,000 4/1/86)

4/1/83	$50.90/mo
7/1/83	88.96
4/1/84	92.85
4/1/85	97.18
4/1/86	105.83

Dependent Coverage (High Option) available at $170/mo

(con't . . . .

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* 1984 Union may elect to increase personal contribution by 5¢ on H & W by 3.35¢
1984 Union may elect to increase severance contribution by 4¢ on H & W by 2.5¢

Chicago (con't.)	Dental	4/1/83 $ 9.54/mo 4/1/84 11.27 4/1/85 13.00
	Legal	1/1/85 - 12/31/87 $5.19/mo per employee Extra employees 3¢ hour
Cincinnati		1982: $1.15 per day per employee for each day worked 1983: $1.20 1984: $1.25
Denver		1983 - Employee Coverage $63.00; dependent, $25.00 1984 - Employee Coverage $72.00; dependent, $25.00 1985 - Employee Coverage $77.00; dependent, $25.00
Detroit*		Culinary Plan: 60¢ per day per employee with minimum of $3.00 per week. 1/1/84 65¢ per day ($3.25 week)*
Honolulu		64¢ per hour (Employer shall pay whatever contribution, as determined by the Trustee, is required to maintain the present level of benefits or such other level or form of benefits as may be agreed to and established by the Trustees.)
Kansas City		$25.00 per month per employee - 1984: $28.50; 1985: $32.00
Las Vegas		4/2/84 - $13.86 per employee 4/2/85 - Contribution not to exceed additional $13.86 to maintain benefits beyond this contribution. Contributions through monthly payroll deductions will be made to maintain benefits.
Los Angeles		67¢ per hour worked
Miami		Employer contributes $33.70 per month per employee. $5.14/month per employee paid by employer for a Dental Plan.
Minneapolis**		1983 - 21½¢ per hour per employee 1984 - 26¢ 1985 - 31¢ (1984 and 1985 increase will be made if necessary to maintain level of benefits)
New Orleans		Company provides following at company expense: Basic - 31 days at $80 ($90 in 1982), surgery max. $800. Major Medical - $100 deductible, 80% - 20% co-insurance $30,000 life maximum. Company will pay $11./month toward dependent coverage. Life Insurance - $2-4,000 depending on job category. Disability Insurance - 50% pay to $75.00 maximum for 26 weeks ($80.00 in 1982)

(con't. . . .

*Hotel Plan: 1/1/82, $55/month; 1/1/84, $56/month

**Dental Plan 54¢ hour; dependent and supplemental contribution, 3¢ hour.

New Orleans (con't.) Dental Care - $50 deductible; $500 maximum per year.

Vision Care Plan effective 1981 - Eye exam and glasses every two years.

New York — 2.75% of wages for Family Medical Care Fund. 3.75% of wages for Insurance Fund; Dental Care Fund 2% effective 6/15/80 + $1.50/month/employee to Insurance Fund.

Orlando — 1/1/82 32¢ per hour
1/1/83 42¢ per hour

Philadelphia — Contribution to provide:

Sickness & Accident	$80/week
Life Insurance	$5,000
Eye Glass Allowance	$50/each 2 yrs.

Plus all other existing benefits.
Dental $7.87 per month maximum.

Pittsburgh — 10/1/83, 68¢ hour for tip and non-tip employees;
10/1/84, 74¢
10/1/85, 79¢

St. Louis — $22.00 per month per eligible employee effective 11/16/82; $24.00 effective 11/16/83; $26.00 effective 11/16/84. 6¢ per hour per employee paid to trust fund for dental care program 12/1/82; 7¢ 12/1/83.

San Francisco

Seattle — The employers shall pay the appropriate amount specified below each month for each employee who works at least thirty hours or more during such month to the Restaurant Employees, Bartenders and Hotel Service Employees Welfare Fund regardless of whether or not the employee is a member of the union. For the purpose of this Article, time actually taken off and compensated as paid holiday or paid vacation time shall be considered as time worked. Such contributions shall be earned in one month and shall be due and payable by the tenth day of the following month. The increased amounts specified below shall be effective with payments due on June 1 of each year as indicated.

	6/82	6/83
Monthly contribution for employees who work 30 hours or more	$22.00	$24.50
Monthly contribution for employees who work 65 hours or more	$%2.00	%57.50

Washington, DC

Article XIV, Section 1: Group Insurance - the following insurance benefits shall be provided for all steady employees, including steady banquet bartenders, and for all new steady employees, including new steady banquet bartenders, after a waiting period of three (3) months: $2,000 life insurance; $2,000 accidental death or dismemberment; $95.00 weekly benefits for health and accident for thirteen (13) weeks; medical reimbursement maximum $100; preferred hospital service coverage as provided by Group Hospitalization, Inc.; and surgical benefits as provided by the surgical-medical plan of the District of Columbia.
1/1/76 extended surgical-medical coverage for individual only added. For extra banquet personnel, dental plan contribution 27½¢ per function, for others 12¢/hour contribution to dental plan.

Note: Optional Kaiser Foundation Plan will be made available 10/1/81

	Weekly Benefits	Dental Plan	Legal Fund	Optical Fund
9/16/81	$95.00	12¢	5¢	3¢
9/16/82	$110.00	13¢		
9/16/83	$125.00	14¢		3½¢

BANQUET ARRANGEMENTS

Atlanta

Banquet Commission. The banquet commission collected on all banquet food functions shall be allocated at the rate of fourteen percent (14%) for all regular, full-time banquet waiters/waitresses, captains and bus service personnel who work the functions and twelve percent (12%) for all part-time extra banquet waiters/waitresses, captains and bus service personnel who work the functions. Such banquet commission shall be pooled every day and each banquet waiter/waitress, captain or bus service employee who worked a function during that day shall receive their respective share of the commission on the following basis weekly:

a. The sum total for each breakfast, lunch and dinner food function will be pooled respectively and divided respectively into equal shares by the banquet waiters/waitresses, captains and his service personnel who worked the respective food function. Each banquet waiter/waitress and captain will receive an equal share subject to the provision above establishing a fourteen percent (14%) rate for regular, full-time and twelve percent (12%) rate for part-time extra banquet personnel. Banquet bus service personnel shall receive one-half (½) the share of a waiter/waitress/captain.

b. Receptions that include hors d'oeuvres will be treated as any other banquet food function with respect to the food portion only.

c. Waiters/waitresses who are required to serve a reception consisting of beverages only, without hors d'oeuvres, will be paid a flat sum of five dollars ($5) per hour or major fraction thereof.

d. Coffee servers shall receive a share based upon a thirteen percent (13%) rate for all functions.

Banquet Shifts. Banquet waiters/waitresses shall be scheduled and paid on the following basis:

Breakfasts	- Up to 3 hours work within 3½ hours
Luncheon	- Up to 4 hours work with 4½ hours
Dinners	- Up to 5 hours work within 5½ hours
Buffets*	- Up to 3 hours work within 3½ hours for Breakfast, 4 hours work within 4½ hours for Luncheon, 5 hours work within 5½ hours for Dinner.
Dinner Dance	- Up to 6 hours.

Banquet Premium Pay. One and one-half (1½) times the hourly rates indicated below in Hourly Rates for Banquets will be paid for all time worked on a meal in excess of the standard shift for that meal.

*A Buffet is a regular meal (breakfast, luncheon, or dinner) where the guests are served or serve themselves from a display of foods; provided, however, that for purposes of this Article a "Buffet" shall not be deemed to include buffets, cocktail buffets or other meals offered regularly to the public and served by regular employees.

Atlanta (con't.)

Hourly Rates for Banquets. Banquet waiters/waitresses will be paid for time worked during the standard shift for a meal at the following hourly rates in addition to their banquet commission participation.

1981	$1.80
1982	1.95
1983	2.10
1984	2.30
1985	2.45

Boston

	12/1/82	12/1/83	12/1/84
Banquet Waiters & Extra Waitpersons Tuxedo, Breakfast & Luncheons 3 hours or less for one meal -	$8.10	$8.70	$9.30
More than 15 persons -	.54	.58	.62
Dinner 3 hours or less for one meal-	9.10	9.70	10.30
More than 10 persons -	.91	.97	1.03

Tip 14%

Chicago

	1983	1984	1985	1986	1987
Waiter/Waitress					
Dinner 4 hrs	$13.25	$13.65	$14.15	$14.65	$15.15
Buffet 4 hrs	13.65	14.05	14.55	15.05	15.55
Luncheon Breakfast 3 hrs	10.16	10.46	10.84	11.21	11.59
Set up Time 2 hrs	5.73	5.93	6.18	6.43	6.68
Clean up Time 2 hrs	6.48	6.68	6.93	7.18	7.43

Fifteen guests per waiter shall be the limit, except at buffets where thirty guests per waiter shall be the limit. In the event the station exceeds these limits, waiters shall be paid 45 cents per guest in excess of the above limits.

There shall be a minimum service charge on all banquets which shall be distributed among all employees working said banquet. Said charge shall be 16%. In the event the employer is unable to secure such minimum service charge on banquets, the employees servicing said banquet shall have the privilege of soliciting their own gratuity.

Seventy-seven percent (77%) of the service charge shall be divided among the waiters, waitresses, busboys, and bartenders, and the remaining twenty-three percent (23%) of said service charge shall be divided in accordance with an addendum agreement with the employer.

Denver

3 hours or less	1983	1984	1985
Breakfast, Lunch	$9.26	$9.63	$10.02
Dinners, Evening	9.80	10.19	10.60

Detroit

	1/1/82	1/1/83	1/1/84
Breakfast, Lunches Misc. Parties 6 A.M. - 2 P.M. (Serve 20 guests/ add'l at 50¢ each)	$10.91	$11.51	$12.11
Coffee Breaks 50 for Continetal 100 for Coffee Break	3.20	3.35	3.50
Dinner (2P.M. - 10 P.M.) (15 guests/add'l at 65¢ each)	14.03	14.63	15.23

Service Charge
Food Service 15%
12½% Servers
2½% Captains and Head servers

Kansas City

If the regular waiter/waitress, busperson or Banquet Captain shall be required to work at a banquet function, he shall be apid $2.50 for each function in additional to his regular pay.

Las Vegas

Service Charge 17%
Banquet Servers, $5.40 hr.
Breakfast 2 hrs minimum,
50¢ for over 25 customers.
Luncheons 3 hrs minimum,
50¢ for over 25 customers.
Dinners 4 hrs minimum,
60¢ for over 25 customers.

Los Angeles

Waiters or Waitresses - Banquets	3/16/82	3/16/83	3/16/84
Breakfast, Luncheon or Tea, beginning before 4 P.M., 3 hrs or less minimum.	$11.79	$12.35	$13.03
Dinner, 4 hrs or less, minimum.	15.01	15.76	16.66
Dinner Dance, 8 hrs or less.	23.68	25.18	26.98

Los Angeles con't.

Compensation for all hours worked in excess of the above designated minimum shift hours shall be at the rate of $2.50 per hour.

Waiters and waitresses required to serve more than twenty (20) guests shall be paid 26¢ per person in excess of this limit for Breakfast, Luncheon, or Tea, and 32¢ per person in excess of this limit for dinner.

Miami Beach

	1983	1984	1985
Luncheon 3 hrs	$7.95	$8.30	$8.65
Dinner 4½ hrs	11.00	11.50	12.00

Service Charge Normal Charge 15%

Minneapolis

Banquet Rates (4 hrs minimum)	5/1/85	5/1/84	5/1/85
Breakfast & Lunch (Waiters/waitresses)	$3.19	$3.41	$3.66
Dinner " "	3.41	3.63	3.88

New York

Banquet Waiters, Waitresses	6/1/80	6/1/81	6/1/82	6/1/83
Breakfast, 3 hours	$13.07	$14.82	$16.54	$18.29
Lunch, 3½ hours	13.32	15.07	16.54	18.54
Dinner, 4½ hours	13.82	15.57	17.29	19.04

Orlando

Breakfast/Lunch 3½ hrs 30 covers $8.00 (50¢ per extra cover)
Dinner 4 hrs 20 covers $9.00 (50¢ per extra cover)
Service Charge 16% (85% distributed to service personnel)

Philadelphia

Regular, full-time employees shall not be required to serve a banquet provided competent extra help is obtainable through the Union.

Regular waiters, waitresses and bartenders serving private parties in banquet rooms shall receive the banquet rate of pay, less his regular rate of pay. A steady waiter, waitress or bartender required to serve a banquet on his or her own time, that is when he or she should be off duty, shall be compensated at rates provided for banquet waiters, waitresses, or bartenders.

Wage Scale for Extra and Banquets, etc.		11/1/80
Cooks	(8 hrs out of 9)	$38.40
Bartenders	(8 hrs out of 9)	37.40
Service Bartenders (where there is not a guaranteed tip)	(8 hrs out of 9)	39.40

Overtime pay at time and one-half hours in excess of above mentioned hours.

Philadelphia con't.

Waiters and Waitresses - Banquets		11/1/81	11/1/82	11/1/83
Breakfast	(up to 3 hrs)*	$11.45	$13.45	$15.65
Luncheon	(up to 3 hrs)*	11.45	13.45	15.65
Dinners or Suppers	(up to 4 hrs)**	13.60	15.60	17.80
Dinner or Supper Dance	(up to 4 hrs)**	13.60	15.60	17.80
All meals served on Sundays	(up to 4 hrs)**	13.60	15.60	17.80
* Overtime rate per hour - Breakfast and Lunch		3.82	4.48	5.23
**Overtime rate per hour - Dinner		3.40	3.90	4.45

Waiters and waitresses shall be limited to serving 20 guests at the above rates. For each cover in excess of 20, waiters and waitresses shall receive 11/1/85 - 45¢; 10/1/82 - 50¢ if the meal is either breakfast or lunch. For all other meals waiters and waitresses, 11/1/81 - 50¢; 10/1/82 - 60¢.

Fifty cents (50¢) shall be paid for a "set up" and 50¢ for a "clean-up" for each 20 guests or less to be served, and 2½¢ for each guest in excess of 20.

Pittsburgh

Fifteen percent (15%) to be added to banquet price for tips, 15% of sum is distributed to head waiters and the captains they designate; 85% to waiters (waitresses). Head waiters and captains to receive no more than $75; any excess amount to be paid to waiters (waitresses).

Extra Banquet Waiters and Waitresses	10/1/83	10/1/84	10/1/85
Breakfast or lunch banquet, 3 hrs or less Maximum of 20 guests (55¢ extra for breakfast, or lunch for each person over 20).	$10.50	$10.65	$10.80
Dinner Banquet, 4 hours or less, Maximum of 16 guests (75¢ extra for each adult over 20)	14.00	14.20	14.40
Buffet, 4 hours or less (lunch or dinner) 30 guests, 50¢ extra for over 30.	14.00	14.20	14.40

St. Louis

		11/16/82	11/16/83	11/16/84
Breakfast or lunch	3½ hours	$2.49	$2.49	$2.49
Dinner	3½ hours	2.68	2.68	2.68
Buffet	3½ hours	2.96	2.96	2.96
Set up Waiters, per hour or fraction thereof		2.49	2.49	2.49

At banquets a waiter shall serve not more than 16 persons, but in emergency, when it becomes necessary for a waiter to serve more than 16 persons, he shall receive 40¢ per person in addition to his regular wage. This, however, shall apply to dinners only. For luncheons the same conditions shall apply, but the waiter shall receive 35¢ per person over 16. At breakfast, a waiter shall serve not more than 20 persons, he shall receive 30¢ per person in addition to his regular wage. At buffets a waiter shall serve not more than 32 persons; he shall receive 30¢ more per person in addition to his regular wage if more than 32 are served.

San Francisco

	7/1/80	8/14/81	8/14/82
Breakfast, Lunch, Tea	$19.07	$20.98	$22.66
Dinner	24.00	26.40	28.51
Supper	27.10	29.81	32.19

Seattle

Waiter/Waitress - Banquet	6/1/81	6/1/82	6/1/83
3 hours dinner	$14.89	$16.01	$17.21
2 hours dinner	10.51	11.30	12.15
2 hours - lunch/breakfast	9.66	10.38	11.16

Washington, DC

	9/16/81	3/16/83
Banquet Waiters and Waitresses		
Breakfast and Luncheon (including buffet)	$ 9.00	$10.60
Dinner (including buffet)	10.00	11.60
Extra Banquet Bartenders		
3 hours or less - luncheon	16.25	17.00
3 hours or less - dinner	17.25	18.00

Banquet waiters or waitresses setting up or cleaning up or additional time $3.40 per hour or fraction thereof, 9/16/83, $4.00. Additional time is time spent on a function in excess or the maximum function time provided for herein.

Individual setting up or cleaning up within a 3-hour period $1.50 per station.

When a waiter or waitress is required to serve a party with French Service, he shall be compensated at an additional 50¢ per cover. French Service shall be defined as service where the fish course or main entree is not plated.

A steady employee required to work private affairs or banquets on house time shall be paid 50¢ less than an extra employee for breakfast, luncheon functions (including buffet, reception, cash bar and dance); $1.00 less than an extra employee for civic luncheons (including buffet) not to go over 1 P.M. and $1.00 less than extra employees for a dinner function (including buffet, receptions, cash bar and dance) irrespective of time consumed.

Any function commencing from 3:30 P.M. to 5:00 A.M. Monday through Saturday is a dinner function. Any function commencing from 1:00 P.M. Sunday to 5:00 A.M. Monday is a dinner function. This rule will be uniform in all hotels and various times now in effect shall be modified to conform with this paragraph.

Where beverages are served to a guest by a bartender and if a gratuity is charged, each bartender staffing said bar shall receive one waiter's share of the gratuity on the beverages only. Provided, however, this provision shall in no manner be construed so as to entitle waiters working the function to cease to perform any duty heretofore performed by them in connection with such function.

Washington, DC con't.

Maximum Covers	
Breakfast or Luncheon	16* (40¢ each additional cover)
Dinner or Supper	15* (50¢ each additional cover)
Buffets	50* (50¢ each additional cover)
Dance	50* (50¢ each additional cover)

*When waiter/waitress is assigned and serves any additional areas in excess of the maximum, the gratuity paid such waiter/waitress shall be prorated to include such additional area or areas.

Coffee breaks to be paid as follows: Room service waiters handling coffee breaks in banquet rooms or in regular rooms which have been converted into meeting rooms.

For under 20 persons	16% gratuity
For 21-35 persons	$2.00 plus 16% gratuity
For 36-50 persons	$4.00 plus 16% gratuity
For 51 or more persons	Applicable function rate

MISCELLANEOUS CLAUSES

	Probationary Period	Jury Duty	Funeral Pay
Atlanta	60 days		1 day immediate family
Atlantic City*	60 days	10 days maximum difference in jury & reg. pay	3 days max. to attend funeral
Boston	30 days		3 days max. to attend funeral
Chicago	60 days		
Cincinnati	30 days		After 90 days of employment, 1 day immediate family (2 days if outside 50 mile radius)
Denver	60 days	8 hours/day to max. 10 days	
Detroit	45 days	difference between regular pay & jury pay	4 days immediate family
Honolulu	30 days	Regular pay less jury pay	maximum 3 days
Kansas City	60 days	max. 5 days difference between regular pay & jury pay	max. 2 days if attending funeral - 1 day if distance less than 500 miles
Las Vegas	20 shifts of work	Pay difference between regular pay & jury pay for not more than 30 days.	Leaves of absence without pay shall be granted for reasonable periods for death or serious illness in the employees' immediate family.

*Atlantic City: Attendance bonus: no absence for 3 month accrues one day pay: maximum 4 days per anniversary year.

MISCELLANEOUS CLAUSES

	Probationary Period	Jury Duty	Funeral Pay
Los Angeles			
Memphis	30 days		Maximum of 3 days (One day is funeral day)
Miami Beach	30 days	Max. 7 days difference between regular pay and jury pay.	3 days following death if on scheduled days immediate family.
Minneapolis	30 days	Pay difference between regular pay and jury pay	2 days maximum 250 miles 2 days macimum if more tha 250 miles
New Orleans			2 days max. to attend funeral
New York		difference in pay for 2 weeks every other yr.	3 day maximum
Orlando	30 days	Receive regular straight time pay.	Five days leave with pay.
Philadelphia	30 days		3 days immediate family
Pittsburgh	120 days	gurantee of no loss of pay	Max. 3 days - until after funeral - immediate family (one day - mother & father in-law)
St. Louis	30 days	Max. 3 days less juror pay	1 year service - max. 3 days

MISCELLANEOUS CLAUSES

	Probationary Period	Jury Duty	Funeral Pay
San Francisco	30 days	10 days per calendar year; pay difference	3 days immediate family; attend or make funeral arrangements.
Seattle	30 days	10 days per calendar year; pay difference	1 day - immediate family
Washington, DC			3 days with pay to attend funeral (may use un-used accrued vacation for added needed time)

MISCELLANEOUS CLAUSES

	Schedule Posting Requirement	Shift Differential	Reporting Pay
Atlanta			4 hour guarantee
Atlantic City	1 week in adv.		4 hour guarantee; if work 4 hours guarantee of 8 hrs.
Boston	1 week in adv.		8 hours work or pay
Chicago	Starting time change must be given the preceding work day. Scheduled day change must be given on or before last working day of preceding week.		Full day's pay
Cincinnati			Guarantee of 8 hours if called in
Denver		5¢/hour if 4 hr of shift fall between 11 P.M. - 5 A.M.	
Detroit	1 week in adv.		Guarantee of full day's pay if any work performed otherwise, 4 hours.
Honolulu	Friday prior to following week.	10¢ 11PM-5AM	If reports, shall receive payment for shift.
Kansas City		Third shift 10¢/hour	No work - 4 hours start work -8 hours pay.

MISCELLANEOUS CLAUSES

	Schedule Posting Requirement	Shift Differential	Reporting Pay
Las Vegas	At least 72 hours notice must be given to employees whose scheduled days off are to be changed. Employees not listed on or added to a current schedule shall be paid at time and one-half for all work not on schedule.		8 hours if reports as scheduled. 4 hours if not needed due to bona fide illness or absence by scheduled entertainment.
Los Angeles	Change can be made if employee is notified the working day before change.	8 PM - 4 AM	
Memphis	Attempt to give one week's notice of changes		4 hours pay at regular rate.
Miami Beach			
Minneapolis	Posted three days prior to first day of schedule.		3 hour minimum 4 hour minimum for bartenders
New Orleans			8 hour guarantee if reports as scheduled.
New York	1 week in adv.	8 PM - 6 AM 40¢/hour	Full day if employee normally works full day.

MISCELLANEOUS CLAUSES

	Schedule Posting Requirement	Shift Differential	Reporting Pay
Orlando		45¢ hr. 11 PM - 7 AM 12 mid - 8 AM	4 hour minimum if reports 8 hours if reports as scheduled and start work.
Philadelphia			
Pittsburgh			½ day pay
St. Louis	48 hours in adv. 1½ X for unscheduled day		No work - ½ shift pay start work - full days pay
San Francisco	36 hours - change of day 24 hours - change of hours	*	8 hours pay
Seattle		**	
Washington, DC		20¢ if shift starts 11 PM - 1 AM and works 4 hours 12 mid - 6 AM	If reports, will receive full pay for this shift for which he reported.

* Room Cleaner: After 7 PM, $1.75 per shift
Food Prep: After 8 PM, 2.00 per shift
Dining Room: After 8 PM, 1.00 per shift

** Dining Room and Kitchen: $1.00 per shift for shifts starting prior to 5 AM and after 7 PM
Room Attendants: $1.00 per shift for shifts starting between 11 PM - 5 AM.

SOURCES OF DATA

	Parties to Contract	Contract Term
Atlanta	Data from labor agreement of an individual property.	1981-1985
Atlantic City	Data from labor agreement of an individual property.	1983-1988 (Reopener may occur 1986 on wage rates and benefit fund contributions)
Boston	Greater Boston Hotel and Motor Inn Association and Local 26 Hotel, Restaurant Employees and Bartenders Int. Union AFL-CIO	12/1/82-11/30/85
Chicago	Chicago Area Hotels and Chicago Join Executive Board of Hotel and Restaurant Employees and Bartenders International Union AFL-CIO	4/1/83 - 12/31/87
Cincinnati	Data from labor agreement of an individual property	1/1/82 - 12/31/84
Denver	Data from labor agreement of an individual property	1983-1986
Detroit	Hotel Assoc. of Greater Detroit and Hotel, Motel, Restaurant Employees, Cooks and Bartenders Union, Local 24	1/1/82 - 12/31/84
Honolulu	Council of Hawaii Hotels and Hotel, Restaurant Employees and Bartenders Union, Locals, AFL-CIO	12/1/80 - 2/29/84
Kansas City	Data from labor agreement with an independent property.	1983-1988 (Re-open on wages in 1984-1985 upon notification)

SOURCES OF DATA

Las Vegas	Nevada Resort Assoc. and Local Joint Executive Board of Las Vegas, Culinary Workers Union, Local 226, and Bartenders Union Local No. 165	5/31/83 - 4/1/87
Los Angeles	Restaurant-Hotel Employers' Council of Southern California (Los Angeles) and Hotel and Restaurant Employees Union, AFL-CIO Local 11	3/16/82 - 3/15/86 (Reopener 3/15/85 on wages; subject to Arbitration)
Memphis	Data from labor agreement with an individual property.	1980-1984
Miami Beach	Data from labor agreement with an individual property.	1983-1986
Minneapolis	Data from labor agreement with an individual property.	1983-1986
New Orleans	Data from labor agreement of an individual property.	1980-1982
New York	Hotel Association of New York City, Inc., and New York Hotel and Motel Trades Council, AFL-CIO	6/1/81 - 5/31/85
Orlando	Data from labor agreement with an individual property.	1981-1983
Philadelphia	Data from labor agreement of an individual property.	11/1/81 - 9/30/84
Pittsburgh	An individual property and Hotel, Club, Motel, Restaurant and Bartenders Union Local 57	1983 - 1986
St. Louis	Hotel and Motel Association of Greater St. Louis and Hotel, Motel, Restaurant, Food Service and Bartenders Local #74 AFL-CIO	11/16/82 - 11/15/85

SOURCES OF DATA

San Francisco	Hotel Employers Association of San Francisco and Restaurant Employees and Bartenders Union Local 2	7/1/80 - 8/14/83
Seattle	Hotel, Motel, Restaurant Employees and Bartenders Union, Local No. 8 and Seattle Restaurant Association and Seattle Hotel Association	6/1/81 - 5/31/84
Washington, DC	Hotel Association of Washington, DC and Joint Executive Board of the Hotel and Restaurant Employees and Bartenders International Union AFL-CIO of Washington, DC	9/16/84 - 9/15/86